

**Approved Minutes
of the
WISCONSIN APPRENTICESHIP ADVISORY COUNCIL
Advisory to DWD, Bureau of Apprenticeship Standards
And
Wisconsin Technical College System Board**

March 21, 2017

Milwaukee Area Electrical Training Center
Wauwatosa, WI

Members Present		
Anthony, Ruben	Hayden, Terry	Mortenson, Brandon
Barker, Dan	Hellenbrand, Callie	O'Neill, Hollie
Belanger, Wayne	Hurt, Henry	Pfannerstill, Kathy
Branson, Dave	Jacobson, Gene	Reader, Chris
Daily, Michael	Kessenich, Mark	Wieseke, Mark
Engelke, Kilah	Kindred, Brent	
Grohmann, Gert	Morgan, Karen	
Members Absent		
Cadotte, Bill	Pratt, Dawn	
Morgan, Carrie		
Consultants and Guests		
Alt, Meredith	Bureau of Apprenticeship Standards	
Cook, Jim	Madison Area Technical College	
Crary, Cathy	Bureau of Apprenticeship Standards	
Emrick, Leigh	ABC of Wisconsin	
Johnson, Joshua	Bureau of Apprenticeship Standards	
Nakkoul, Nancy	Wisconsin Technical College System	

Rice, Vincent	Bureau of Apprenticeship Standards
Wagner, Mike	NECA-IBEW Apprenticeship

1. Call to Order & Welcome

Co-Chair Hayden called the meeting to order at 10:04 a.m. in accordance with the Wisconsin Open Meeting Law. Council members, consultants, and guests were introduced. The Council welcomes as new members Dr. Ruben Anthony of the Urban League of Greater Madison and Mr. Brandon Mortenson of IAM Lodge 78 in Milwaukee.

2. Action: Approval of the Minutes of November 15, 2016

Co-Chair Hayden asked the Council to review the draft minutes from its meeting in November. The Council did not have any questions or revisions.

Action: a motion was made, seconded, and approved to accept the minutes.

3. Action: Final Approval of Council By-Laws

Co-chair Hayden turned over to Ms. Morgan, who began with discussion of the by-laws. At the last meeting, the Council had approved the by-laws document but one subcommittee was not included in the draft. Ms. Morgan made a change to the top of page 6, adding the Career Pathways subcommittee, to include five subcommittees rather than four. Ms. Morgan explained to new members that the expectation is that all members will be part of at least one subcommittee.

Ms. Morgan requested Council approval of the revised by-laws to include the additional subcommittee.

Action: a motion was made, seconded, and approved of the addition of the Career Pathways subcommittee to the By-Laws.

Ms. Morgan shared the list of subcommittee members with the Council and noted that if members would like to make any changes to their own subcommittee membership, they can make the change on the list and send to her to update the formal roster. Members may also recommend others for specific committees. In addition to Council members, the goal is to have a good variety of members of the apprenticeship community on the subcommittees.

4. Action: Final Approval of 2017-2018 Strategic Plan

Ms. Morgan transitioned to the topic of strategic planning. She noted that a document included in the packet, the 2017-18 Strategic Plan, is still in draft form. She would appreciate feedback from the Council on changes she incorporated based on the Council's recommendations.

Ms. Morgan and the Council reviewed the draft plan, noting the following changes:

Goal 2: The current version includes as an addition 'increased access and participation for diverse populations'

Goal 3: The document previously stated JAC and has been changed to 'employers and sponsors' to be more general

The back of page 3 includes a big change, adding Implementation of CFR 29 Part 30 under 'Access and Participation.' Ms. Morgan noted that this seemed like the appropriate place for this topic but is open to suggestions if it seems more appropriate elsewhere.

Ms. Morgan provided background on CFR 29 Part 30 and explained that it is Wisconsin's DWD 296 (Companion Rules). There has already been a first meeting to discuss implementation and the planned timing is to spend April and May discussing changes and then adding input to the draft rule changes. The Bureau hopes to have a draft ready to go through the final rule process by the end of May. There are a lot of formal steps to the process, including a hearing, a submission to a joint committee, and potentially comments to address. Ms. Morgan noted the changes will require updating the apprentice manual with the new information and providing training and technical assistance to stakeholders. The due date for all of these activities is January 2018.

Mr. Kessenich asked when the final CFR 29 Part 30 rule will go into effect. Ms. Morgan stated that it will begin in January 2018, so essentially have a year to implement.

Mr. Belanger observed that some states have not adopted the previous rule. He asked what happens in that case. Ms. Morgan believes approximately ¾ of states implemented the last rule and was not certain of consequences if they did not. She noted the Bureau will focus on training to ease the implementation process.

Goal 4: Ms. Morgan noted that there was a bit of overlap with goal 3. This goal is included here because it pertains to equal access. Ms. Morgan asked the Council where they would like it listed and noted that changes are invited as the document is a draft.

The group determined that this information should be included in number 2 as it is about equal access.

Ms. Morgan asked the group whether they had additional thoughts, opinions, concerns, or desired changes to the strategic plan or if they would like to approve.

Action: a motion was made, seconded, and approved to finalize the draft as presented.

5. Apprentice Consortium Update

Mr. Hayden continued to the next topic, about the Apprentice Consortium, and introduced Vincent Rice to provide an update.

Mr. Rice observed that the Consortium held a meeting January 24 with a key area of discussion being the Leaders program. The Bureau is working on plans to hold their first meeting at the Governor's Mansion with the date still being determined. He stated that almost 50 people have signed up to be WI LEADERS and that we are making good progress in this recruitment. We would like to increase our numbers and if Council members are interested and have not yet signed up, he encouraged them to do so.

Mr. Rice continued that the Bureau and consortium members are also developing a new Value Proposition for apprenticeship to leverage some of what we are doing in the existing trades to promote our work in Health Care and Information Technology. Some considerations include how to incent younger people (i.e. 18-24 years old) to pursue opportunities in the state versus going outside the state and marketing to that group. We are also looking at how to utilize the WI LEADERS program to encourage more people in this age group to get involved in apprenticeship. With the help of the new grants, we want to identify ways to market to and increase minority participation in the Milwaukee and South Central Wisconsin area. Mr. Rice noted the next Consortium meeting will be April 4th at the Alliant Center up in Fond du Lac.

Mr. Rice concluded by sharing that we have added 3 new people to the Consortium, including individuals in health care who are determining apprenticeship could help meet their needs.

Mr. Hayden thanked Mr. Rice for the information and asked if there were any questions.

Ms. Pfannerstill noted that the grant efforts to recruit minorities and women is also a strategic goal of one of the subcommittees. She asked whether it will be possible to work together on these goals.

Ms. Morgan responded that we are doing a lot of work on minority recruitment and outreach and requested to talk about these plans when she discusses the new grants.

6. Pre-Apprenticeship Program Certification

Co-chair Hayden introduced the next topic, pre-apprenticeship, and stated that two applications have arrived at Ms. Morgan's desk.

Ms. Morgan explained to the Council that the packet of materials includes some basic information for pre-apprenticeship approvals, including a cover letter that was created after the last meeting to send to applicants that are approved and a certificate of approval. The certificate was shared at the last meeting and upon discussion with the Executive Committee, some changes had been made to create a more visually appealing, cleaner document that includes the signatures.

To date, Ms. Morgan explained that WRTP/ BIG STEP should have received two certificates, one for their Manufacturing program and one for Construction. A third certificate has been sent to Pro-Trade.

For the application materials, Ms. Morgan directed the Council to the longer set of materials: for North Central Workforce Development Board's new pre-apprenticeship program. The Board submitted their full set of application materials right after the last Council meeting, so Ms. Morgan reached out to the Executive Committee for an approval decision. Ms. Morgan reminded the Council that they had decided the Executive Committee may make time-sensitive decisions on behalf of the Council as long as members bring the information to the next Council meeting. Ms. Morgan explained the North Central program had thus been approved and that the members were comfortable doing so based on the program's strong employer support and connections in the local area.

Ms. Pfannerstill asked for clarification of the Council's role in the approval process and the intention of creating the new program.

Ms. Morgan provided background that, a few years ago, as the Department of Labor was placing emphasis on pre-apprenticeship, the Council wanted to make sure Wisconsin pre-apprenticeship programs were high quality and connected to local sponsors. The Council and Bureau created a pre-apprenticeship certification process and guidelines that drew on established DOL and state of Oregon guidelines. She stated that the Council's role is to review the applications and determine whether to approve the program. Approval is to be based on whether the program meets Wisconsin's guidelines and the goal is to ensure that individuals applying to registered apprenticeship have the necessary skills and are connected to registered apprenticeship.

Asked about pre-apprenticeships' funding structure, Ms. Morgan explained that they are funded locally, rather than through the state, and could be through a board, community-based organization, or other entity.

Mr. Kessenich asked whether the local employers have made some commitment to hiring and whether they have a history of using apprenticeship. Ms. Morgan said yes to these questions and noted that the program partners also include labor/business working together.

Mr. Barker asked how pre-apprenticeships relate to offerings at the Technical Colleges and whether pre-apprenticeship are intended to be in addition to technical college offerings.

Ms. Morgan explained that pre-apprenticeship programs will be short term trainings that are especially intended for individuals who may not be academically oriented or likely to go to a technical school. The Technical College programs are also a feeder program, so these are just different models with the pre-apprenticeship programs to focusing on reaching additional people. She observed that since we have a huge shortage of skilled workers, this is another way to get people into the pipeline to get into registered apprenticeship.

Ms. Nakkoul added that the Technical Colleges have a lot of programs that are typically one year+ programs. They have different outcomes the districts must demonstrate they are reaching, which the pre-apprenticeship programs are not required to do.

Ms. Pfannerstill asked how these programs differ from Youth Apprenticeship. Ms. Morgan explained that pre-apprenticeships are typically post-graduation and that the need for them stemmed from situations in which individuals have graduated from high school and may not

be ready to go into the skilled trades. The idea is to help them get the skills they need to successfully enter registered apprenticeship in their desired occupational areas.

Upon further discussion, the Council made a motion to approve the pre-apprenticeship programs. Ms. Morgan requested likewise obtaining resumes that had not been submitted.

Action: a motion was made to approve the new pre-apprenticeship programs pending submission of resumes. The action was seconded and approved.

Mr. Hayden said that the North Central pre-apprenticeship program had already been approved and requested re-affirmation/confirmation from the group. The resumes had already been included.

Action: a motion was made, seconded, and approved to accept the Executive Committee's approval of this pre-apprenticeship program.

Ms. Nakkoul asked if approved pre-apprenticeships will be listed on the BAS website. Ms. Morgan said yes but will still need to determine when and where they will be listed.

Upon concluding this item, the Council asked if the lengthier materials for pre-apprenticeship could be shared further in advance of future meetings to allow more review. Ms. Morgan agreed that this is a good plan.

7. Action: Policy & Standards Subcommittee Report – CFR 29 Part 30 Materials

Co-chair Hayden introduced the next topic, sub-committee reports, and Ms. Morgan noted that there had been one subcommittee meeting since the last Council meeting.

The Policy & Standards Subcommittee met February 23 and discussed the new CFR 29 Part 30 rule, which governs affirmative action/equal employment opportunity actions. Ms. Morgan has a lengthy spreadsheet with the current rule, DOL's suggestions and notice of the rule, and what ultimately was settled as part of the rule. This spreadsheet is available if anyone would like more detailed information. Ms. Morgan explained that when the rule was issued, there was a comments section and DOL needs to explain why they have or have not implemented a given suggestion. It was noted that additional background information is available on the US DOL website and that the Council has in their materials the final rule.

Ms. Morgan explained that the Bureau is recommending to the Council that we drop in the new rule into Wisconsin, making it fit Wisconsin's language, rather than doing full changes to the rule. The reason is that when Wisconsin implemented the previous rule in 1978, the state handled it that way and focused more on the training and procedures to aid implementation. That approach worked well and is her recommendation.

Co-chair Hayden asked if anyone who attended the subcommittee meeting that day had anything to add. Mr. Cook added that the sub-committee had not reached that recommendation right away, and had talked through the various considerations. They noted the approach had worked well in the past.

Ms. Morgan observed that there had been a lot of changes in affirmative action guidelines since 1978, so the current rule is very outdated and has provided an opportunity to make changes.

Mr. Hurt asked about the specific changes. Ms. Morgan explained that under the old rule, if the program had less than five (5) apprentices, no specific Affirmative Action needed to be taken. The new rule sets a baseline for what every apprenticeship program needs to do. Theoretically, everyone is supposed to have been doing this but it is not clear the extent to which they were, including at registering agencies. Ms. Morgan stated that one of the big changes was that everyone was to be required to do an affirmative action plan. Wisconsin was very opposed to this change given the number of very small employers in the state who may only hire one apprentice every few years. So that is a big change that was previously made and has remained the same in Wisconsin. There were also changes based on whether a sponsor had five (5) 5 or more apprentices, and Wisconsin had already made those changes based on guidance from DOL.

Ms. Morgan added that another big change is that the old rule described certain selection procedures that could be used by sponsors. The new rule eliminates that provision; any sponsor can use any selection procedure and just needs to show the procedure is not discriminatory. She noted that Wisconsin needs to determine what that means as the state needs to evaluate the procedures. Wisconsin currently has around 1,000 sponsors so the state will need to look at that many selection procedures. The Bureau is hoping the process is not too arduous and that as we get new guidelines and directions from DOL, we will be able to make the adjustments in how we need to monitor. She noted there have been some additional protective classes put in place, as well, which put us in line with ADA.

Ms. Pfannerstill asked if the rules are applicable regardless of employer size. Ms. Morgan stated that the rules are based on the number of apprentices (i.e. less than 5 versus 5 or more). Employers with five (5) or more apprentices are the ones to an Affirmative Action Plan is required. Ms. Morgan noted that larger employers have been required to do Affirmative Action plans as part of other government programs and that if they already have a plan in place, they will not need a separate one for apprenticeship.

Ms. Morgan asked whether the Council wanted to vote on the recommendation of the subcommittee or further discuss the materials. Several members noted that the recommendations seemed reasonable and that Wisconsin already has a lot in place. Ms. Morgan stated that CFR 29 part 29 was a big change and that this will be less.

Asked about whether the Department of Labor might make any changes in the next few years, Ms. Morgan explained they are either adopt a new rule entirely or not; that there would not be changes. She hopes that, while there are some things we do not like, we will be able to handle those things through implementation and training.

Mr. Belanger observed that the anti-harassment language confused employers. Ms. Morgan stated that is one area that Wisconsin can address through its training.

Ms. Pfannerstill asked how the new rule would apply to an existing employee who is upskilled. Ms. Morgan explained that is something we will need to figure out and address in the outreach when bringing on new people. Many of our employers primarily place into apprenticeships people who already work with the company.

A request was made that the Bureau do an analysis of the recommendations, of which were accepted versus rejected, and Ms. Morgan said this could be provided.

Mr. Hayden brought the subcommittee topic to a vote.

Action: a motion to approve the subcommittee's recommendation to focus on implementation and training for CFR 29 Part 30, rather than major changes in the language, was made, seconded, and approved by the Council.

Following this discussion, Ms. Morgan noted that it was time for lunch. The Council thanked Mr. Hurt for arranging for the meeting to be held at the Milwaukee Area Electrical Training Center and for arranging the lunch.

The Council broke for lunch at 11:30 a.m.

The Council reconvened from lunch at 12:09 p.m.

Discussion: CFR 29 Part 30 Implementation

Mr. Hayden turned over the floor to Ms. Morgan to continue discussion of CFR 29 Part 30 implementation and the materials in the packet. The resources include a list of FAQs, a Compliance Table of timelines for when sponsors and others need to have plans ready, reasons the changes will be beneficial, and other materials. These materials are things that can help us with implementation.

Ms. Morgan noted a reference that programs "have to implement CFR 29 Part 30 to be recognized." She stated that a question arose regarding whether everyone was previously recognized under CFR 29 part 29 and that did not happen, which DOL wants to change for CFR 29 Part 30. The next section outlines why the rule will be beneficial. Ms. Morgan noted that DOL also has a long list of the technical assistance they will provide. Mr. Hayden asked the Council if they had additional questions or discussion points about CFR 29 Part 30 implementation.

Ms. Pfannerstill stated that she believes she is on the subcommittee that will address this topic but is not sure when. Ms. Morgan said there is not a subcommittee date set for any of the subcommittees and the way meetings are usually handled is that she sends an email asking about several dates and selects the date the majority of members can join.

Ms. Morgan asked if there were additional questions and co-chair Hayden then transitioned to the next topic: the Wisconsin Technical College System update.

8. Wisconsin Technical College System Update

Ms. Nancy Nakkoul passed out materials and provided a summary of the most recent Apprenticeship Completion Report that was released in February 2017 for individuals who completed apprenticeships from 2014-15. The document is also available on the [WTCS Overview webpage](#).

Apprenticeship Completion Report highlights:

- Of 669 apprentice completers surveyed, 263 responded (39% response rate).
- 94% indicated they were employed in the trade for which they received training, down slightly from the previous report but not statistically significant.
- Annual median earnings of \$67,595 were reported across all sectors, up approximately \$1200 from the previous report.
- 95% indicated that they were very satisfied or satisfied with their paid-related instruction. For on-the-job training, 90% reported that they were very satisfied or satisfied. Ms. Nakkoul noted that this high of a satisfaction rate is unusual and a great indicator.
- 34% are considering continuing their formal education, up slightly from 31% from the prior year's survey

Regarding the demographics, a question arose about whether there is more detailed information broken down by age group. Ms. Nakkoul said it is available; would not be part of this report, but she is able to access that information if anyone has a specific request. Ms. Morgan added that WTCS could provide information on graduates, while the Bureau has information about new apprentices' age. Ms. Nakkoul said that she could request that the median age for graduates be added to the report for each sector.

Ms. Nakkoul noted that WTCS usually keeps both the prior year and current year reports on the WTCS website and viewers can visit the site to see a comparison between the years.

Ms. Morgan added that one of the ways Wisconsin uses the report is to help show employers the value of apprenticeship. Along with other data, the report shows that when apprentices graduate, they stay in the area.

WTCS Enrollment

Ms. Nakkoul explained that enrollment data will not be final until later in the year but currently shows that across all programs, enrollment is up 47% between 2013 and 2016. This increase far outpaces growth in non-apprenticeship programs at the WTCS Colleges.

System-wide Curriculum

Ms. Nakkoul discussed new programs being developed and noted WTCS has some interesting curriculum development taking place in areas outside of the WAGE\$ grant, including Auto Body Collision and the Organic Vegetable Farm Grower/Manager program.

Great Lakes Higher Education - Tools of the Trade/WTCS Apprenticeship Scholarships

Ms. Nakkoul reported that Great Lakes has continued their program and in February 2017 awarded \$1,000 scholarships to 200 industrial and construction apprentices.

Mr. Hurt asked about the funding for these scholarships. Ms. Nakkoul responded that it is part of the non-profit arm and she believed may include funds from individuals who had not completed their education, who defaulted on loans that Great Lakes is contributing to help others. Ms. Morgan noted funding is handled through the Foundation, so it would be those who contribute to the fund. Asked if there are funding ties to Jim Elliott, Ms. Nakkoul stated there is a segregated fund in Mr. Elliott's name in Milwaukee that Great Lakes expanded.

Council members were interested in the apprentices' schools and trades apprentices to see more of a picture of who is receiving the scholarships.

Mr. Belanger shared that the completion report and this WTCS information is an amazing validation of the work we do. He noted that just being able to point to the salaries, as listed in the report, is very helpful.

Upon conclusion of this discussion, co-chair Hayden turned the floor to Mr. Brent Kindred to give an update on Wisconsin Department of Public Instruction activities.

9. Department of Public Instruction Update

Mr. Kindred shared that DPI continues to shine the spotlight on career readiness and stated that academic/career plans are now in full swing. As a synopsis, he noted that all students beginning in sixth grade are required to consider career plans and come up with ways to work toward those goals during the time until they graduate and begin life after high school. Many students are excited about and aware of the value of apprenticeship.

He shared that the State of Wisconsin is the recipient of a 3-year, \$2 million grant from JPMorgan Chase aimed at career pathways and getting students involved in what they want to do for the rest of their lives. The grant supports activities focused on career readiness and statewide partners such as Indianhead, MATC Madison, and Loraine Park.

Mr. Kindred said it has also been a banner year for SkillsUSA. Over 1,500 students have registered for the state conference at Alliant Energy Center April 26 -27, which is the largest number ever. Five regional events were also held and each had all-time highs for attendance. He observed that we are seeing a lot of momentum around career/tech readiness and SkillsUSA. Mr. Kindred noted to employers that the kids participating are your kids and your future workforce and are enthusiastic about apprenticeship opportunities.

If anyone is interested in attending the state conference, Mr. Kindred noted that everyone is invited and there is no need to request an invite. Council members are welcome to stop by.

Co-Chair Hayden turned the floor to Ms. Morgan to give a Bureau of Apprenticeship Standards update.

10. Bureau of Apprenticeship Standards Update

Ms. Morgan noted that we have several BAS initiatives to share and began by introducing Ms. Cathy Crary, the state's Youth Apprenticeship Director, to talk about that program.

Youth Apprenticeship (YA)

Ms. Crary told the Council that she will be joining more of these meetings and began by providing a summary of several handouts she shared.

She noted that in 2017 (the 2016-17 school year), YA was allocated \$2.2 million. The YA team had asked for a much larger amount since there is a direct correlation between how many kids can be served and the money available. YA was able to obtain additional funds by tying it to Fast Forward, which has also created more of a block grant structure, and they were thus able to give as awards to local areas an unprecedented amount (totaling \$3.2 million). At the end of the year, these funds are expected to have supported around 3,600 students. The final survey results will be available later this year.

Ms. Crary stated that YA frequently struggles with the issue of marketing and how to get the word out about these opportunities. They are doing several things to assist with marketing, including the bridge program. By connecting with Registered Apprenticeship, which has strong national and statewide credibility, YA can strengthen connections and generate increasing interest. Initially YA was established in sectors/occupations that did not have Registered Apprenticeship and that is helpful now, as YA is expanding into traditional Registered Apprenticeship areas such as Advanced Manufacturing and can assist Registered Apprenticeship with the new areas of Health Care, IT, and others.

YA has a Request for Proposals out now as part of its annual grants application process. The funding is for local activities that include recruitment of students, discussions with employers, articulation agreements, and other aspects of having a local program, often for a local YA Coordinator. The funding is \$900 per participating pupil, so essentially offers some seed money since costs are higher than that. Even if do not want funds, local areas still need to apply to the state to operate a YA program. The RFP process is an annual application process and is due back in March, at which point a committee of internal and external participants' reviews, grades, scores, and determines funding. The target date to announce the coming year's programs is June 15.

This year, YA is also receiving funding to do a complete transition/overhaul of existing programs. This will strengthen the programs and ensure that they stay cutting edge in

Wisconsin. YA will also be able to add additional industry-recognized credentials that employers feel are valuable and that make more connections to Registered Apprenticeship.

For the Bridge Program, the YA team has completed crosswalks for several programs and the bridging process is now at the local level to work out advanced standing or other recognition that would be offered to completers. YA is working on additional crosswalks for: Welding, Electrician, Masonry, Sheet Metal/HVAC, and Plumbing/Sprinkler Fitting.

For this year, currently have over 3,400 students enrolled in the program, which is an estimated \$15 million in wages employers have put into the economy by funding youth. This is a point that YA team emphasizes to legislature to show the value of the program. Ms. Crary also noted that being under the Bureau of Apprenticeship and connected to Registered Apprenticeship has solidified YA's place in Wisconsin.

Co-chair Hayden thanked Ms. Crary and returned the floor to Ms. Morgan for an update on grants. Ms. Morgan introduced Ms. Meredith Alt, WAGE\$ Grant Manager, to give an update on the WAGE\$ Grant.

WAGE\$ Grant Update

Ms. Alt provided the Council with an overview of progress toward WAGE\$ deliverables. She noted that we are now in Year 2 of the 5-year grant, which continues through September 2020. The key goals of the grant are to register 1,000 apprentices in three sectors: Advanced Manufacturing, Health Care, and Information Technology. In addition, the grant provides support for program development and curricula for the new occupations, as well as Youth Apprenticeship/Registered Apprenticeship Bridge activities, and increased collaboration and partnership with the 11 Workforce Development Boards and WTCS.

Ms. Alt reminded the Council that our efforts for Advanced Manufacturing are designed to expand the Maintenance Technician, Industrial Manufacturing Technician, and Welder/Fabricator programs into new parts of the state, as well as to create/launch the new Mechatronics program. For Health Care, the grant supports development of 3 new programs and for Information Technology, 5 new programs. The specific occupations are being determined based on industry need.

For key activities and accomplishments, Ms. Alt noted that all 11 of the Workforce Development Boards have now hired or designated an Apprenticeship Liaison to work with Business Services teams on apprenticeship outreach. The grant team held a face-to-face training with the Liaisons and Bureau Apprenticeship Training Representatives (ATRs) in December. The Boards and ATRs are currently developing outreach plans for their local areas and the Bureau is holding monthly calls with each board to talk about their outreach efforts, and quarterly calls with all of the boards.

As part of the national initiative to expand apprenticeship, the Bureau grant staff attended a second national grantee meeting in Washington DC in January, and will participate

participate in a second regional meeting in Chicago in late summer. Bureau staff also participate in national calls facilitated by the National Governor's Association and Department of Labor and in January presented at the grantee meeting about Wisconsin.

The Bureau and WTCS have focused much of the program development efforts of the past year on Mechatronics, which is now in its final phases to launch. Reviews and approvals are under way for the program to be offered this fall. The Bureau and partners are beginning program development for the first IT apprenticeship: Software Developer. We have held the DACUM meeting and are continuing work with subject matter experts on the next steps. We are also having conversations across the state about which additional IT occupations to develop. For health care, the Bureau is discussing with employers their areas of need, and based on input we have received, are beginning the exploratory/planning steps to develop Medical Assistant occupation. A Pharmacy Technician apprenticeship is also being explored, and the Community Health Worker program is ready for sponsors.

Asked about the number of apprentices registered so far, Ms. Alt said that 94 have registered out of 1,000. These numbers exceed our goal numbers for the first year, so we are on track but continued progress will rely on getting people registered in the new health care and IT occupations, along with Advanced Manufacturing.

Mr. Wieseke asked if there is any work under way for Home Health Care. Ms. Morgan noted that there is not specifically in that area as the low wages associated with that occupation are an obstacle. She noted that Medicare reimbursement rates in Wisconsin pose the biggest issue, but we are exploring options in long term health care.

Mr. Anthony asked about the funding structure for these activities and Ms. Alt noted that it is part of the Department of Labor's American Apprenticeship Initiative. All of state Workforce Development Boards and the Wisconsin Technical College System are sub-recipients to assist with our expansion efforts. Ms. Morgan added that most of the money is going to the Workforce Development Boards to assist with outreach and to the Technical College System for program development and expansion activities.

Additional Grants

Ms. Morgan transitioned to the topic of the other two grants: the Accelerator Grant and State Expansion Grant. She stated that the Accelerator Grant (\$200,000 – due to end April 30, 2018) is primarily internal to DWD/BAS infrastructure changes, with the funding to be used to train BAS staff and to update/adapt several products the Council had developed.

Regarding materials, Ms. Morgan explained that one of the products to update is the apprentice orientation, as a number of people recommended changes liked it but preferred different graphics. The new orientation will use the same curriculum but will have new graphics, and Ms. Morgan will share samples as they become available.

Another thing the Bureau is looking to update, as part of the WAGE\$ grant, is the handbook to help recruit women and minorities. For this product, the Bureau will hire a vendor to help rewrite it and clean it up.

Discussing the Expansion Grant, Ms. Morgan stated the grant is for \$1.5 million and covers the same timeline as the Accelerator Grant. The Bureau fully expects an extension to that amount with another \$1.5 million provided the funding remains in the federal budget. This grant will be used to expand apprenticeship in 2 new areas: Finance and Biotech. The development will include subcontracting with WTCS and with WIDS. The largest portion of money is going to 2 Workforce Development Boards: Employ Milwaukee and South Central, to expand Construction and to assist with recruitment of women and minorities. The strategies to be used to increase women and minority participation in apprenticeship include a focus on recruitment, placement, and retention.

Ms. Morgan elaborated that for recruitment and placement, there was a huge projection of construction project needs when the grant was written, so will be trying to tap into those workforce needs. If an individual completes a pre-apprenticeship and has qualifications but is not hired, we will really be looking at why not and working on those deficiencies.

For retention, Ms. Morgan noted that African American males especially are not retained and are being cancelled at higher rates than other groups. To address this, the Bureau plans to revitalize and strengthen the diversity training program for employers.

As with the WAGE\$ grant, the Expansion Grant has a proposed number of registered apprentices, in this case a little over 400 apprentices. Ms. Morgan does not expect any issues with reaching that number.

Ms. Morgan stated that once CFR 29 Part 30 implementation is well under way, she would like to hold a diversity conference – potentially in October or November. This would provide an opportunity to bring in stakeholders to address changes to the law and the materials being created to assist with those changes.

Apprenticeship Conference

Ms. Morgan shared that at the last meeting, the Council noted that we have not had an apprenticeship conference since 2014. She asked whether the Council would like to have a conference in 2018 or 2019, as if so, we would need to start planning soon. She stated that the diversity conference is not meant to be a general participation conference of this kind.

Asked about the purpose of the apprenticeship conference, Ms. Morgan explained that it has been an educational conference that could include various topics: best practices discussions, information on how to better recruit, suggestions for record keeping, labor market information from a DWD economist, national speaker(s), information about how to treat apprentices, and affirmative action topics. DOL has attended in the past to offer

technical assistance. She noted attendees usually arrive on Sunday, hold sessions all day Monday, and finish by noon on Tuesday.

Council members expressed interest in holding a conference and discussed preferred time frames, proposing later in the season than the last conference. The members' preference was to hold it in 2018, if possible, or early 2019. For locations, Ms. Morgan suggested as possibilities the KI Center in Green Bay that has been remodeled, the Kalahari, the Marriott on Madison's west side, or the Country Springs Hotel in Oconomowoc.

Department of Labor Meeting

Ms. Morgan shared that the Department of Labor is trying to improve their work with state apprenticeship agencies and, in December, invited state agency and Council chairs from across the country to a meeting in Washington DC. Both of the Wisconsin Co-chairs were able to attend and Ms. Morgan asked Mr. Hayden if he could provide an update.

Mr. Hayden noted the meeting was held December 7th and was probably the first meeting in which DOL invited representatives from all SAA states. The attendees included 14 chairs, and both Wisconsin co-chairs Dawn and Terry attended. John Ladd from the Office of Apprenticeship led the discussion along with the head of NASTAD, and the meeting included discussion about collaboration between the Office of Apprenticeship and state programs, talk about agency partnerships, and a roundtable of presenters from Commerce and Transportation to talk about federal and state policies and how they impact apprenticeship. They also discussed the grants and WIOA connections to apprenticeship. Mr. Hayden felt the biggest value was interacting with the state chairs and learning how other states are doing things. DOL will hold this meeting at least annually; unfortunately, neither of the Wisconsin co-chairs are able to join the next meeting, so Karen will be attending and representing Wisconsin.

Mr. Hayden asked if the Council had questions about the meeting, and Mr. Kessenich asked whether each state has an advisory committee like the Council. Ms. Morgan responded that SAA states do but federal states do not.

Following discussion about the meeting, Ms. Morgan shared a Bureau report about 2016 National Apprenticeship Week activities, including a summary of Wisconsin's events and successes. The 2017 Apprenticeship Week is expected to be around the same time of year as the 2016 week, so she would like to discuss plans at the next Council meeting.

Apprenticeship Forward Conference

Ms. Morgan next directed Council members to information about the upcoming Apprenticeship Forward conference that has been put together by several stakeholders. Ms. Morgan believes registration is already closed but if anyone is interested in going, it may be possible to get on a wait list or to check whether an additional venue is being added.

Mr. Kessenich noted that if anyone really wants to go, he knows the sponsoring agencies and may be able to add Council members. Ms. Morgan noted she would love to have Council members attend the conference, which will take place at the Washington DC Hilton.

Governor's Budget

Ms. Morgan continued that the last thing she wanted to discuss is the governor's budget, which offers several interesting opportunities. She shared a fact sheet the Governor's office has created and pointed out a few things that will have a direct impact on apprenticeship. One is that DWD will be hiring an apprenticeship coordinator to work with the Department of Corrections on re-entry of inmates. Another is that General Purpose Revenue (GPR) funding is placed in something like a block grant and DWD departments are able to make requests. Depending on the legislative/DWD priorities, the Bureau will be vying for some of those funds. There is \$12.1 million in this pool of funds and the Bureau will be writing proposals to request funding to support activities we cannot do with base funding or grants.

Ms. Morgan also stated her interest in growing apprenticeship in the agricultural areas as new funding becomes available. She noted the technical college system has been wanting to do something on precision production and that Wisconsin could also do a cheesemaker apprenticeship and brew master apprenticeship. The Bureau has YA connections to agriculture that can help support these efforts.

Mr. Hayden next transitioned to an update on apprenticeship numbers by Ms. Morgan.

Apprenticeship – By the Numbers

Ms. Morgan referred the Council members to a handout that summarizes apprenticeship activities in 2016. She noted we have continued to grow in all areas other than Service, which has been affected by the removal of utilities from this area and the Corrections program pulling out.

Ms. Morgan noted that as usual, Construction is the biggest area of growth. Wisconsin continues to have low numbers in women and minorities, which have not been increasing. She reviewed the overall numbers and shared that the number of active contracts grew 6%. Upon review of the full document, Ms. Morgan noted that completion rates will soon be added to this report.

Mr. Hayden asked if anyone had questions for Ms. Morgan and Ms. Pfannerstill asked whether it is fair to assume that the statistics associated with the number of people going into the trades lines up with the gaps in our skilled areas.

Ms. Morgan stated that DWD conducts analyses that include projections of expected vacancies and replacement workers. The Bureau is also able to look at how many apprentices are in the pipeline and the combination of these analyses allows us to see the gap. Ms. Nakkoul explained that the technical college has also done some research into shortages as part of program development.

In closing the meeting, Ms. Morgan transitioned to discussing dates for the next meeting.

11. Next Meeting Date

The Council decided to hold the next meeting Tuesday, May 16th. Mr. Hurt volunteered to again host it at the Milwaukee Electricians Training Center if members are interested. Several people expressed interest in having it in the Madison area.

Action: Ms. Morgan will determine the location and share this information with the Council.

12. Adjourn

The meeting adjourned at 2:30 p.m.